

DECLARATION AND POWER OF ATTORNEY

As a below named inventor, I declare that:

My residence, post office address and citizenship are as stated below next to my name; that I believe I am the original, first and sole inventor (if only one name is listed below) or an original, first and joint inventor (if plural names are listed below) of the subject matter which is claimed and for which a patent is sought on the invention or design entitled SYSTEM AND METHOD FOR IMPORTING PERFORMANCE DATA INTO A PERFORMANCE EVALUATION SYSTEM the specification of which was filed July 1, 1998, as Application Serial No. _____; that I have reviewed and understand the contents of the above-identified specification, including the claims, as amended by any amendment referred to above; and that I acknowledge the duty to disclose to the U.S. Patent and Trademark Office all information known to me to be material to patentability as defined in 37 C.F.R. § 1.56.

I hereby claim foreign priority benefits under 35 U.S.C. § 119 of any foreign application(s) for patent or inventor's certificate listed below and have also identified below any foreign application(s) for patent or inventor's certificate having a filing date before that of the application on which priority is claimed:

<u>Number</u>	<u>Country</u>	<u>Date Filed</u>	<u>Priority Claimed</u>	
			<u>(Yes)</u>	<u>(No)</u>
-----NONE-----				

I hereby claim the benefit under 35 U.S.C. § 120 of any United States application(s) listed below and, insofar as the subject matter of each of the claims of this application is not disclosed in the prior United States application(s) in the manner provided by the first paragraph of 35 U.S.C. § 112, I acknowledge the duty to disclose to the U.S. Patent and Trademark Office all information known to me to be material to patentability as

09110103.0198

defined in 37 C.F.R. § 1.56 which became available between the filing date of the prior application(s) and the national or PCT international filing date of this application:

<u>Application</u> <u>Serial Number</u>	<u>Date Filed</u>	<u>Status</u>
-----NONE-----		

I hereby claim the benefit under Title 35, United States Code, § 119(e) of any United States provisional application(s) listed below.

60/084,794
(Application No.)

May 8, 1998
(Filing Date)

I hereby appoint:

Jerry W. Mills	Reg. No. 23,005
Robert M. Chiaviello, Jr.	Reg. No. 32,461
Ann C. Livingston	Reg. No. 32,479
Thomas R. Felger	Reg. No. 28,842
Charles S. Fish	Reg. No. 35,870
Wei Wei Jeang	Reg. No. 33,305
Kevin J. Meek	Reg. No. 33,738
Rodger L. Tate	Reg. No. 27,399
Scott F. Partridge	Reg. No. 28,142
James B. Arpin	Reg. No. 33,470
James Remenick	Reg. No. 36,902
Jay B. Johnson	Reg. No. 38,193
David G. Wille	Reg. No. 38,363
Anthony E. Peterman	Reg. No. 38,270
Barton E. Showalter	Reg. No. 38,302
Terry J. Stalford	Reg. No. 39,522
Bradley P. Williams	Reg. No. 40,227
Roger J. Fulghum	Reg. No. 39,678
Robert T. Holland	Reg. No. 40,020
Harold E. Meier	Reg. No. 22,428
Thomas R. Nesbitt, Jr.	Reg. No. 22,075
James J. Maune	Reg. No. 26,946

all of the firm of Baker & Botts, L.L.P., my attorneys with full power of substitution and revocation, to prosecute this application and to transact all business in the United States Patent and Trademark Office connected therewith, and to file and prosecute any international patent applications filed thereon before any international authorities.

091103 EDT0760

Send Correspondence To:

Terry J. Stalford
Baker & Botts, L.L.P.
2001 Ross Avenue
Dallas, TX 75201-2980

Direct Telephone Calls To:

Terry J. Stalford
at (214) 953-6477
Attorney Docket No. 019143.0269

I declare that all statements made herein of my own knowledge are true and that all statements made on information and belief are believed to be true; and further that these statements were made with the knowledge that willful false statements and the like so made are punishable by fine or imprisonment, or both, under Section 1001 of Title 18 of the United States Code, and that such willful false statements may jeopardize the validity of the application or any patent issuing thereon.

Full name of the first inventor

Michael C. Powers

Inventor's signature

Date

Residence (City, County, State)

Citizenship

Post Office Address

Irving, Dallas County, Texas

United States of America

812 W. Royal Lane #342
Irving, Texas 75039

09110103-070198

Full name of the second inventor

Douglas A. Sudberry

Inventor's signature

Date

Residence (City, County, State)

Grapevine, Tarrant County,
Texas

Citizenship

United States of America

Post Office Address

3318 Summerfield Drive
Grapevine, Texas 76051

019143-0272

Full name of the third inventor

James A. Eiler

Inventor's signature

Date

Residence (City, County, State)

Citizenship

Post Office Address

Irving, Dallas County, Texas

United States of America

2508 Syracuse
Irving, Texas 75062

09110103-070198
867020-0070760

Full name of the fourth inventor

Robert S. Bennett

Inventor's signature

Date

Residence (City, County, State)

Franklin, Williamson County,
Tennessee

Citizenship

United States of America

Post Office Address

302 Cypress Court
Franklin, Tennessee 37069

019143.0272

Full name of the fifth inventor

Clifford R. Phillips

Inventor's signature

Date

Residence (City, County, State)

Bedford, Tarrant County, Texas

Citizenship

United States of America

Post Office Address

3200 Misty Court
Bedford, Texas 76021

019143.0272